COLLECTIVE AGREEMENT SURVEY IN THE MANUFACTURING INDUSTRY

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COLLECTIVE AGREEMENT SURVEY

IN THE

MANUFACTURING INDUSTRY

ECONOMICS AND RESEARCH DIVISION

NOVA SCOTIA DEPARTMENT OF LABOUR

HALIFAX, NOVA SCOTIA

HONOURABLE SCOTT MACNUTT
MINISTER

R.E. ANDERSON
DEPUTY MINISTER

FOREWORD

The following survey of 82 collective agreements presents current data related to wages and working conditions in unionized manufacturing establishments throughout the Province. Historical comparisons based on the percentage of contracts containing clauses concerning specific aspects of wages and working conditions have also been included.

All agreements under analysis were in effect on or after January 1, 1973, but those which became effective after June 1, 1973, were not included.

The co-operation of labour and management in supplying copies of collective agreements and numbers of employees covered in these agreements is gratefully acknowledged.

This report has been prepared by Mrs. Barbara Hirschfeld and Mr. Brian Mader under the supervision of Mr. Ken Horne.

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Director

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- 1973 -

INTRODUCTION

The provisions of the 82 collective agreements analyzed by the survey affect 11,669 employees - approximately 28 percent of the total estimated employment[1] in the manufacturing industry in Nova Scotia, and 67 percent of the unionized work force[2] in that industry.

The analysis of collective agreements at times is somewhat complicated by uncertain phrases or wording which makes the job of the agreement analyst that much more difficult. Therefore, the code cards which form the data source of the survey tables are treated in strict confidence. This restricts the reader from identifying individual agreements and protects the decision or interpretation placed on specific provisions by the analyst.

The names of the unions and companies who contributed to this survey are included in the Appendix.

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[1] Statistics Canada, "The Labour Force." Catalogue No. 71-001, 1973.

[2] Nova Scotia Department of Labour, "Labour Organization in Nova Scotia," 1972.

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I. UNION SECURITY PROVISIONS

I. UNION SECURITY PROVISIONS

COLLECTIVE AGREEMENTS AND EMPLOYEES COVERED BY MONTH AND EXPIRY

Fifty-four percent of the agreements analyzed will expire by December, 1973. These agreements cover 42 percent of the employees. The remaining contracts, which will be renegotiated in 1974 and 1975, account for 58 percent of the total number of employees.

COLLECTIVE AGREEMENTS BY SIZE OF BARGAINING UNIT

Bargaining units of 50 employees or less still form the largest single size group. Such bargaining units have increased slightly, occuring in 55 percent of cases this year as compared with 42 percent in 1971. Approximately 78 percent of the bargaining units surveyed contained 100 employees or less, while only three units reported over 500 employees.

TERM OF AGREEMENT

Over the two-year period, there has been no noticeable change in the duration of union contracts. The most common, i.e., those of a two-year duration, increased five percent over the 1971 figure to 61 percent of the collective agreements surveyed.

SCOPE OF BARGAINING UNIT

Single plant bargaining units are found in 92 percent of the agreements, covering 70 percent of the total number of employees.

UNION SECURITY

(a) Membership

The union shop type of security provision appears in 38 percent of the agreements covering 20 percent of the employees.

UNION SECURITY (Cont'd)

However, the Modified Rand Formula Method, although prevalent in only two agreements, covers 26 percent of employees. In addition the Modified Rand Formula with maintenance of membership for present and future union members is common to only one agreement, but covering 12 percent of the employees. Therefore, it is clearly evident that the three largest bargaining units have chosen either the Rand Formula Method or a variation of the same.

(b) Check-Off

As contracts with provisions for the maintenance of union membership became more frequent, the proportion of agreements that call for compulsory dues check-off also increases. As a result, 88 percent of agreements contain provision for the compulsory payment of union dues.

HIRING PROCEDURES

Contrary to the 1971 survey, the preferential hiring of union members is not a significant factor as 92 percent of agreements analyzed do not provide for this type of clause in their agreements.

TABLE 1: COLLECTIVE AGREEMENTS AND EMPLOYEES COVERED BY MONTH OF EXPIRY

Month	1973		1974		1975	
	No. of Agreements	Employees	No. of Agreements	Employees	No. of Agreements	Employees
January	-	-	2	44	-	-
February	-	-	4	73	-	-
March	-	-	6	721	-	-
April	1	28	4	1674	-	-
May	-	-	4	93	-	-
June	3	180	8	3366	-	-
July	4	192	1	133	1	20
August	5	805	-	-	-	-
September	5	546	2	115	1	246
October	6	567	2	110	-	-
November	7	326	1	119	-	-
December	13	2214	2	97	-	-
TOTAL	44	4858	36	6545	2	266

TABLE 1a: COLLECTIVE AGREEMENTS BY SIZE OF BARGAINING UNIT

Size	No. of Agreements	%	Employees Covered	%
0 - 50	45	54.9	936	8.0
51 - 100	19	23.2	1416	12.1
101 - 200	9	10.9	1236	10.7
201 - 500	6	7.3	2091	17.9
500 and over	3	3.7	5990	51.3
TOTAL	82	100.0	11669	100.0

TABLE 2: TERM OF AGREEMENT

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
One year	4	4.9	525	4.5
More than one year but less than two years	8	9.8	463	3.9
Two years	50	60.9	8,754	75.0
More than two years but less than three years	6	7.3	567	4.9
Three years	14	17.1	1,360	11.7
TOTAL	82	100.0	11,669	100.0

TABLE 3: SCOPE OF BARGAINING UNIT

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Single plant	75	91.5	8,040	68.9
Multi-plant	5	6.1	2,225	19.1
Multi-company	2	2.4	1,404	12.0
TOTAL	82	100.0	11,669	100.0

TABLE 4: UNION SECURITY - MEMBERSHIP

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Closed shop	4	4.9	203	1.7
Union shop	31	37.7	2,336	20.0
Modified union shop	19	23.1	1,306	11.2
Rand formula	13	15.8	1,235	10.6
Modified Rand formula	2	2.5	3,013	25.8
Modified Rand formula with maintenance of membership for present and future union members	1	1.2	1,390	11.9
Rand formula with maintenance of membership for present and future union members	3	3.7	99	0.9
Maintenance of membership for present and future union members	3	3.7	248	2.1
Open shop	3	3.7	149	1.3
Union shop for new employees, Rand formula for old	3	3.7	1,690	14.5
TOTAL	82	100.0	11,669	100.0

TABLE 5: UNION SECURITY - CHECK-OFF

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Compulsory with closed or union shop, plus compulsory for union members	1	1.2	124	1.1
Compulsory for all employees with closed or union shop	35	42.7	2,573	22.1
Compulsory with or without union shop	1	1.2	1,600	13.7
Compulsory for all employees without closed or union shop	21	25.5	5,104	43.7
Compulsory for union members	14	17.1	467	4.0
Voluntary and irrevocable	2	2.5	123	1.0
Voluntary and revocable	3	3.7	1,477	12.7
Voluntary (revocability not mentioned)	1	1.2	55	0.4
Voluntary for old employees, compulsory for new	4	4.9	146	1.3
No provision	-	-	-	-
TOTAL	82	100.0	11,669	100.0

TABLE 6: HIRING PROCEDURE

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Preferential hiring of union members	7	8.5	396	3.4
Preferential hiring of local residents	-	-	-	-
No provision	75	91.5	11,273	96.6
TOTAL	82	100.0	11,669	100.0

II. EMPLOYEES SECURITY PROVISIONS

II. EMPLOYEES SECURITY PROVISIONS

PERMANENT EMPLOYEE QUALIFICATIONS

Although the three-month probationary period is still the most common there were other provisions ranging from 25 days to 12 months. Only 15 percent of the collective agreements surveyed are without a clause concerning service necessary to obtain permanent employee status.

SENIORITY RECOGNITION

Seniority recognition provides for preferential treatment of employees with longer service when administering layoffs, promotions, rehirings, vacations, etc. Only three percent of the agreements do not make provisions for the recognition of seniority in such personnel practices.

SENIORITY UNIT

The seniority unit is the group within which an employee's length of service is to be recognized as a determining factor when administering layoffs, promotions, etc. Seniority provisions contained in collective agreements may be established for various units, such as by department, division, craft or the entire plant.

Basically there was no significant change between 1971 and 1973 concerning the exclusion of a specific bargaining unit in the contracts surveyed.

GRIEVANCE PROCEDURE

Over one-half of the collective agreements surveyed provide for an oral presentation of grievances.

GRIEVANCE PROCEDURE (cont'd)

The time limit for initiating a grievance is specified in slightly over 57 percent of the agreements. The use of a three man board in final and binding arbitration under the grievance procedure mechanism remained the most acceptable method. Generally speaking, there was no significant change from 1971 in any of the provisions found under this topic.

TABLE 7: PERMANENT EMPLOYEE QUALIFICATION

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
25 days	1	1.2	60	0.5
30 days	10	12.2	2,673	22.9
40 days	2	2.5	23	0.2
42 days	1	1.2	3,000	25.7
45 days	1	1.2	450	3.9
50 days	-	-	-	-
60 days	13	15.9	554	4.8
60 working days	10	12.2	526	4.5
65 working days	-	-	-	-
90 days	17	20.7	996	8.5
120 days	1	1.2	72	0.6
Over 120 days	1	1.2	65	0.6
4 months	2	2.5	146	1.3
1 month for inside, 90 days for outside employees	1	1.2	28	0.2
6 months	8	9.7	2,231	19.1
12 months	2	2.5	62	0.5
No provision	12	14.6	783	6.7
TOTAL	82	100.0	11,669	100.0

TABLE 8: SENIORITY RECOGNITION

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Layoffs only	-	-	-	-
Promotions only	2	2.5	210	1.8
Vacations only	2	2.5	28	0.3
Layoffs and promotions	2	2.5	480	4.1
Layoffs and rehirings	3	3.7	216	1.9
Layoffs and vacations	-	-	-	-
Layoffs, promotions and vacations	1	1.2	1,390	11.9
Layoffs, promotions and rehirings	36	43.7	7,123	61.0
Layoffs, promotions, rehirings and vacations	34	41.4	2,103	18.0
No provision	2	2.5	119	1.0
TOTAL	82	100.0	11,669	100.0

TABLE 9: SENIORITY UNIT

PROVISION	AGREEMENTS No.	%	EMPLOYEES COVERED No.	%
Unit not stated	35	47.7	2,451	21.0
Bargaining unit	3	3.6	48	0.5
Class and plant	2	2.5	1,719	14.7
Department	7	8.5	503	4.3
Company and occupation	1	1.2	220	1.9
Plant	13	15.8	820	7.0
Occupation	4	4.9	386	3.3
Company	8	9.7	1,840	15.8
Department and plant	2	2.5	87	0.7
Occupation and department	2	2.5	304	2.6
Department, classification and plant	3	3.6	3,172	27.2
Department and company	-	-	-	-
No provision	1	1.2	119	1.0
See agreement	-	-	-	-
TOTAL	82	100.0	11,669	100.0

TABLE 10: GRIEVANCE PROCEDURE

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Mode of Presentation				
Written	15	18.3	1,944	16.7
Oral	45	54.8	5,831	50.0
Oral or written	2	2.5	102	0.8
Not specifically stated	19	23.2	3,687	31.6
No provision	1	1.2	105	0.9
TOTAL	82	100.0	11,669	100.0
Time Limit to Initiate Grievance				
During work shift	-	-	-	-
24 hours	4	4.9	3,238	27.8
One working day	-	-	-	-
Two days	5	6.1	283	2.4
Two working days	5	6.1	874	7.5
Two to three days	-	-	-	-
Two to three working days	-	-	-	-
Three days	5	6.1	239	2.1
Three working days	6	7.3	536	4.6
Four working days	2	2.5	197	1.7
Four to five days	-	-	-	-
Four to five working days	-	-	-	-
Five days	2	2.5	510	4.4
Five working days	9	10.9	352	3.0

TABLE 10: GRIEVANCE PROCEDURE (Cont'd)

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Time Limit to Initiate Grievance (Cont'd)				
Six to seven working days	-	-	-	-
Seven days	1	1.2	44	0.4
Seven working days	1	1.2	2	0.0
Ten days	2	2.5	1,680	14.4
Ten working days	2	2.5	168	1.3
Ten to fifteen days	-	-	-	-
Ten to fifteen working days	-	-	-	-
Fourteen days	1	1.2	72	0.6
Fifteen working days	1	1.2	100	0.9
Thirty days	1	1.2	10	0.1
Thirty working days	-	-	-	-
Not specifically stated	32	38.9	2,873	24.6
No provision	-	-	-	-
See agreement[1]	3	3.7	491	4.2
TOTAL	82	100.0	11,669	100.0

[1]One agreement calls for ten working days for normal grievances, but discharge cases must be filed within five days; one applies for thirty working days, but three working days for discharge cases; the other made a specific provision that three working days applied to dismissal cases only while general grievances were not specifically stated.

TABLE 10: GRIEVANCE PROCEDURE (Cont'd)

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Number of Arbitrators				
Single umpire	25	30.5	6,953	59.6
Three-man board	42	51.2	2,376	20.4
Five-man board	2	2.5	119	1.0
Single umpire or three-man board	13	15.8	2,221	19.0
No provision	-	-	-	-
TOTAL	82	100.0	11,669	100.0
Complaintant's Status				
Suspended at discretion of employer with provision for reimbursement if exonerated	48	58.5	10,004	85.7
Appeal after dismissal where discharge is involved	8	9.7	291	2.5
No provision	26	31.8	1,374	11.8
TOTAL	82	100.0	11,669	100.0

III. ECONOMIC FACTORS PROVISIONS

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HOURS OF WORK PER WEEK

The 40-hour work week has continued to be the most prevalent working arrangement. Although the number of contracts providing a 40-hour work week have declined when expressed as a percent of the total, the decrease can be attributed mainly to agreements containing varying work week schedules in account of shift work priorities.

OVERTIME PROVISIONS

Overtime provisions have remained basically the same since 1969 and 1971. Premium rates of pay for employees working beyond normal daily or weekly hours are still paid at a rate of time and one-half in the majority of cases. Provisions for double time on Sundays occurs in approximately 70 percent of the agreements.

PAID STATUTORY HOLIDAYS

The number of collective agreements providing for nine statutory holidays remained unchanged since 1969. Provisions for ten statutory holidays per year increased significantly, i.e., from eleven contracts in 1969 to eighteen this year.

The most common pay rate for statutory holidays worked appears to be double time and one-half while double time becomes the second most frequent clause. However, it is interesting to note that triple time, although not as frequent as the aforementioned clause, covers the second highest number of employees.

Nearly 60 percent of the contracts provide that if a holiday fell on a day not normally worked, it would be observed on the following Monday or a day proclaimed by the government.

Slightly under one-half of the agreements stipulated that, when a holiday fell during an employee's vacation, he would have another working day off with pay, take an extra day's pay or choose between the two alternatives.

The remaining agreements made no provision regarding paid holidays falling during an employee's vacation.

PAID VACATIONS

The trend towards providing longer vacations after shorter periods of service continues.

A total of 87 percent of contracts provide three week's vacation, while 51 percent of agreements stipulate four week's vacation and 21 percent of agreements permit their employees five week's vacation after various durations of service.

LOWEST WAGE - MALE

The trend towards a higher minimum wage in the manufacturing operations has continued. The percentage of contracts paying a minimum wage ranging from $1.01 to $1.50 has been reduced by over one-half of the 1971 level. Otherwise, wage distribution by contract remains relatively the same.

The annual base rate increase for the manufacturing industry in 1973 is 9.6 percent (male) and 9.8 percent (female).

BASE RATE INCREASE

The base rate increase is calculated compoundly utilizing the following formula: $\log 1 + r = \frac{12}{P} (\log Wn - \log Wo)$

Where r times 100 is the average annual percentage increase expressed at the compounded rate, P is the duration of the contract expressed in months, Wn is the wage rate on the last day of the new agreement and Wo is the wage rate on the last day of the old agreement.

By using this method, increases in wages expressed as a percentage, facilitates the comparison of settlements of differing duration and accurately reflects the annual rate at which wages are increasing.

INDUSTRIAL SAFETY

The current survey indicates that provisions relating to safety and health rank as the most common clauses since they are included in 72 percent and 62 percent respectively of the 1973 collective agreements.

INDUSTRIAL SAFETY (cont'd)

Contracts containing sanitation clauses have almost doubled over the two-year span, increasing from 15 percent in 1971 to 29 percent in 1973.

FRINGE BENEFITS

There is a noticeable increase in the percentage of contracts containing clauses covering the various types of fringe benefits. The most significant difference occurs in provisions relating to paid bereavement leave, medical benefits and employer contributution to welfare plan.

Provision for reporting pay guarantees and call-out pay guarantees have decreased approximately ten percent and five percent respectively since 1971.

TABLE 11: HOURS OF WORK PER WEEK

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
35½ hours per week	1	1.2	31	0.3
37½ hours per week	2	2.5	87	0.8
40 hours per week	55	67.1	8,861	75.9
42 hours per week	1	1.2	22	0.2
42½ hours per week	5	6.1	87	0.7
44 hours per week	1	1.2	10	0.1
45 hours per week	5	6.1	242	2.1
48 hours per week	4	4.9	1,821	15.6
49 hours per week	-	-	-	-
50 hours per week	-	-	-	-
See agreement[2]	8	9.7	508	4.3
No provision	-	-	-	-
TOTAL	82	100.0	11,669	100.0

[2]Six agreements apply for varying work weeks depending on shift work and what plants the work is being done at. Two agreements apply only for a five-day week (sales employees).

TABLE 12: OVERTIME PROVISIONS

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Overtime Rates After Daily or Weekly Hours				
Time and one-half	61	74.3	8,956	76.7
Time and one-half for first three hours and double time thereafter	2	2.5	119	1.0
Time and one-half for first four hours and double time thereafter	6	7.3	1,778	15.2
Time and one-half for first six hours and double time thereafter	2	2.5	55	0.5
Time and one-half for first twelve hours and double time thereafter	5	6.0	596	5.1
Time and one-half for first thirteen hours and double time thereafter	1	1.2	13	0.1
Double time	-	-	-	-
Other	-	-	-	-
See agreement[3]	2	2.5	30	0.3
No provision	3	3.7	122	1.1
TOTAL	82	100.0	11,669	100.0

[3]One agreement applies for straight time for the first five hours in same pay period and time and one-half thereafter; one agreement applies for time and one-half and double time after 10 p.m.

TABLE 12: OVERTIME PROVISIONS (Cont'd)

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Overtime Rates on Saturday (not normally worked)				
Time and one-half	43	52.3	7,960	68.2
Time and one-half Saturday morning and double time for Saturday afternoon	2	2.5	27	0.3
Time and one-half for first four hours and double time thereafter	8	9.7	2,139	18.3
Time and one-half for first six hours and double time thereafter	2	2.5	25	0.2
Time and one-half for first eight hours and double time thereafter	3	3.7	268	2.3
Time and one-half for first twelve hours and double time thereafter	3	3.7	405	3.5
Time and one-half for first thirteen hours and double time thereafter	1	1.2	13	0.1
Double time	-	-	-	-
Other	-	-	-	-
See agreement[4]	7	8.5	175	1.5
No provision	13	15.9	657	5.6
TOTAL	82	100.0	11,669	100.0

[4]Compensating time off on Monday; time and one-half until 4:30 p.m. and double time thereafter; time and one-half until 5:00 p.m. and double time thereafter; time and one-half up to ten hours per day and double time thereafter; time and one-half until 3:00 p.m. and double time thereafter; straight time for first five hours in the same pay period and time and one-half thereafter; time and one-half but in some cases only applies to the p.m.

TABLE 12: OVERTIME PROVISIONS (Cont'd)

PROVISION	AGREEMENTS No.	%	EMPLOYEES COVERED No.	%
Overtime Rates on Sunday				
Time and one-half	13	15.9	4,164	35.7
Time and one-half for first four hours and double time thereafter	2	2.5	129	1.1
Double time	58	70.7	7,111	60.9
Double time and one-half	1	1.2	24	0.2
Triple time	-	-	-	-
Other	-	-	-	-
See agreement	-	-	-	-
No provision	8	9.7	241	2.1
TOTAL	82	100.0	11,669	100.0

TABLE 13: SHIFT PROVISIONS

PROVISION	AGREEMENTS No.	%	EMPLOYEES COVERED No.	%
0 - 5 cents	2	2.5	137	1.2
6 - 10 cents	-	-	-	-
11 - 15 cents	-	-	-	-
16 - 20 cents	-	-	-	-
Percentage	3	3.7	73	0.6
Other	41	50.0	9,474	81.2
No provision	36	43.8	1,985	17.0
See agreement	-	-	-	-
TOTAL	82	100.0	11,669	100.0

TABLE 14: PAID STATUTORY HOLIDAYS

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Holiday pay	2	2.5	38	0.3
Six holidays a year or less	-	-	-	-
Seven holidays per year	4	4.9	88	0.8
Eight holidays per year	14	17.1	5,577	47.8
Nine holidays per year	36	43.8	3,307	28.3
Ten holidays per year	18	21.9	2,280	19.5
Ten and one-half holidays per year	5	6.1	158	1.4
Eleven holidays per year	-	-	-	-
Eleven and one-half holidays per year	-	-	-	-
Twelve holidays per year	1	1.2	124	1.1
No provision	-	-	-	-
See agreement[5]	2	2.5	97	0.8
TOTAL	82	100.0	11,669	100.0
Pay Rates for Holidays Worked				
Time and one-half	6	7.3	502	4.3
Time and one-half plus working day off with pay in lieu	-	-	-	-
Double time	20	24.4	1,309	11.2
Double time and one-half	31	37.7	3,481	29.8
Double time and one-half for first eight hours and triple time thereafter	2	2.5	172	1.5
Triple time	15	18.3	2,876	24.7

[5]One has paid holidays as recognized in the community; the other has three paid holidays and two percent holiday pay.

TABLE 14: PAID STATUTORY HOLIDAYS (Cont'd)

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Pay Rates for Holidays Worked (Cont'd)				
No provision	4	4.9	135	1.2
See agreement[6]	4	4.9	3,194	27.4
TOTAL	82	100.0	11,669	100.0
Paid Holiday Falling on Days Not Normally Worked				
1. Observe on following Monday or day proclaimed by government	48	58.6	4,556	39.0
2. Specific provisions for no working day off with pay or no extra day's pay	1	1.2	3,000	25.7
3. Working day off with pay	1	1.2	425	3.6
4. Extra day's pay	1	1.2	57	0.5
5. Either (3) or (4)	-	-	-	-
6. See agreement	-	-	-	-
7. No provision	31	37.8	3,631	31.2
TOTAL	82	100.0	11,669	100.0
Paid Holidays Falling During Vacation				
1. Another working day off with pay	18	21.9	1,315	11.2
2. Extra day's pay	11	13.4	4,690	40.2
3. Either (1) or (2)	9	11.0	497	4.3
4. No provision	44	53.7	5,167	44.3
TOTAL	82	100.0	11,669	100.0

[6]One applies for time and one-half for three holidays and straight time for the other five; double time and one-half for scheduled day - four times the regular rate for unscheduled day; triple time or a company may elect to give an alternate day off; double time or working day off with pay in lieu.

TABLE 15: PAID VACATIONS

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Provision for two weeks only	8	9.7	686	5.9
Provision for more than two weeks	72	87.8	10,945	93.8
See agreement	2	2.5	38	0.3
TOTAL	82	100.0	11,669	100.0
Provision for Three Weeks				
After five years	11	13.4	810	6.9
After six years	8	9.7	480	4.1
After seven years	3	3.7	127	1.1
After eight years	8	9.7	631	5.4
After nine years	5	6.1	188	1.6
After ten years	23	28.2	6,157	52.8
After eleven years	1	1.2	1,390	11.9
After twelve years	-	-	-	-
After thirteen years	-	-	-	-
After fifteen years	11	13.4	1,090	9.3
After seventeen years	1	1.2	44	0.4
After twenty years	-	-	-	-
See agreement	-	-	-	-
No provision	11	13.4	752	6.5
TOTAL	82	100.0	11,669	100.0

TABLE 15: PAID VACATIONS (Cont'd)

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
Provision for Four Weeks				
After ten years	-	-	-	-
After eleven years	-	-	-	-
After fourteen years	-	-	-	-
After fifteen years	12	14.6	970	8.3
After sixteen years	-	-	-	-
After seventeen years	2	2.5	34	0.3
After eighteen years	7	8.5	284	2.4
After twenty years	16	19.5	6,288	53.9
After twenty-one years	1	1.2	1,390	11.9
After twenty-two years	-	-	-	-
After twenty-three years	-	-	-	-
After twenty-five years	4	4.9	281	2.4
No provision	40	48.8	2,422	20.8
See agreement	-	-	-	-
TOTAL	82	100.0	11,669	100.0
Provision for Five Weeks				
After twenty years	3	3.7	233	2.0
After twenty-five years	10	12.2	2,036	17.5
After thirty years	4	4.9	3,477	29.8
See agreement	-	-	-	-
No provision	65	79.2	5,923	50.7
TOTAL	82	100.0	11,669	100.0

TABLE 16: LOWEST WAGE PAID - MALE

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
$1.01 - $1.50	3	3.7	104	0.9
$1.51 - $2.00	19	23.1	3,340	28.6
$2.01 - $2.50	23	28.2	1,920	16.5
$2.51 - $3.00	17	20.6	809	6.9
$3.01 - $3.50	12	14.6	5,068	43.4
$3.51 - $4.00	4	4.9	201	1.7
$4.01 - $5.00	1	1.2	105	0.9
No provision	1	1.2	14	0.1
See agreement	2	2.5	108	0.1
TOTAL	82	100.0	11,669	100.0

TABLE 17: LOWEST WAGE PAID - FEMALE

PROVISION	AGREEMENTS No.	AGREEMENTS %	EMPLOYEES COVERED No.	EMPLOYEES COVERED %
$1.01 - $1.50	2	2.5	550	4.7
$1.51 - $2.00	10	12.2	2,194	18.8
Over $2.00	2	2.5	515	4.4
No provision	68	82.8	8,410	72.1
See agreement	-	-	-	-
TOTAL	82	100.0	11,669	100.0

TABLE 18: INDUSTRIAL SAFETY

Provision	With Provision				No Provision				Total			
	Agreements		Employees Covered		Agreements		Employees Covered		Agreements		Employees Covered	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Safety	59	71.9	8,913	76.4	23	28.1	2,756	23.6	82	100.0	11,669	100.0
Sanitation	24	29.3	5,844	50.1	58	70.7	5,825	49.9	82	100.0	11,669	100.0
Health	51	62.2	8,254	70.7	31	37.8	3,415	29.3	82	100.0	11,669	100.0
First Aid	14	17.1	2,010	17.2	68	82.9	9,659	82.8	82	100.0	11,669	100.0
Physical examination	11	13.4	2,702	23.2	71	86.6	8,967	76.8	82	100.0	11,669	100.0
Safety committee	29	35.4	7,208	61.8	53	64.6	4,461	38.2	82	100.0	11,669	100.0
Safety equipment												
- at no cost to employee	19	23.2	5,864	50.2	63	76.8	5,805	49.8	82	100.0	11,669	100.0
- at some cost to employee	6	7.3	510	4.4	76	92.7	11,159	95.6	82	100.0	11,669	100.0
Work clothing												
- at no cost to employee	23	28.1	2,421	20.8	59	71.9	9,248	79.2	82	100.0	11,669	100.0
- at some cost to employee	9	11.0	753	6.5	73	89.0	10,916	93.5	82	100.0	11,669	100.0
Clothing or equipment maintenance												
- at no cost to employee	11	13.4	761	6.5	71	86.6	10,908	93.5	82	100.0	11,669	100.0
- at some cost to employee	4	4.9	678	5.8	78	95.1	10,991	94.2	82	100.0	11,669	100.0

TABLE 19: FRINGE BENEFITS

Provision	With Provision				No Provision				Total			
	Agreements		Employees Covered		Agreements		Employees Covered		Agreements		Employees Covered	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Paid bereavement leave	67	81.7	9,558	81.9	15	18.3	2,111	18.1	82	100.0	11,669	100.0
Paid jury duty	27	32.9	4,932	42.3	55	67.1	6,737	57.7	82	100.0	11,669	100.0
Paid sick leave	25	4.9	2,109	18.1	57	95.1	9,560	81.9	82	100.0	11,669	100.0
Medical benefits	30	36.6	3,124	26.8	52	63.4	8,545	73.2	82	100.0	11,669	100.0
Life insurance plan	33	40.2	8,302	71.2	49	59.8	3,367	28.8	82	100.0	11,669	100.0
Unpaid leave of absence (union business)	53	64.6	9,090	77.9	29	35.4	2,579	22.1	82	100.0	11,669	100.0
Paid rest periods	42	51.2	4,726	40.5	40	48.8	6,943	59.5	82	100.0	11,669	100.0
Wash-up time	9	11.0	2,317	19.9	73	89.0	9,352	19.9	82	100.0	11,669	100.0
Reporting pay guarantee	26	31.7	6,489	55.6	56	68.3	5,180	44.4	82	100.0	11,669	100.0
Call-out pay guarantee	48	58.5	7,239	62.0	34	41.5	4,430	38.0	82	100.0	11,669	100.0
Severance pay	7	8.5	594	5.1	75	91.5	11,075	94.9	82	100.0	11,669	100.0
Notice of layoff	18	22.0	1,111	9.5	64	78.0	10,558	90.5	82	100.0	11,669	100.0
Job posting	40	48.8	7,835	67.1	42	51.2	3,834	32.9	82	100.0	11,669	100.0
Cost of living provision	1	1.2	105	0.9	81	98.8	11,564	99.1	82	100.0	11,669	100.0
Labour management committee	9	11.0	640	5.5	73	89.0	11,029	94.5	82	100.0	11,669	100.0
Employer contribution to welfare plan	39	47.6	7,617	65.3	43	52.4	4,052	34.7	82	100.0	11,669	100.0
No subcontracting clause	8	9.8	406	3.5	74	90.2	11,263	96.5	82	100.0	11,669	100.0

TABLE 20: BASE RATE INCREASE

	Lowest Wage Paid		Base Rate Increase	
	1971 ($)	1973 ($)	1971 (%)	1973 (%)
Male	1.20	1.26	*	9.6
Female	1.33	1.40	*	9.8

* Base rate figure not available for 1971

NOTE: The lowest wage paid (1971) was derived by using 1971 as the base year. The annual base wage increase is calculated as a percentage of the lowest wage paid in all agreements and therefore, is expressed as an average.

CHART ANALYSIS

TRENDS IN COLLECTIVE AGREEMENTS PROVISIONS

MANUFACTURING INDUSTRY

NOVA SCOTIA

CHART 1: TERM OF AGREEMENT

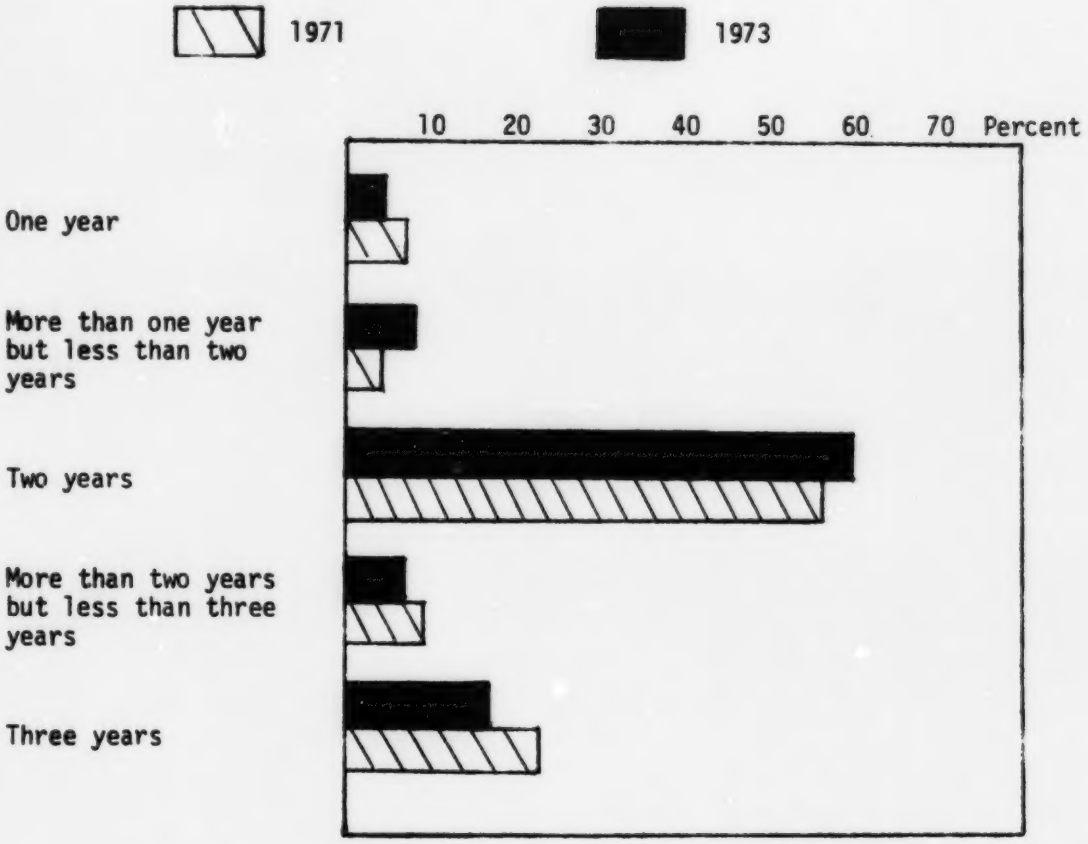


CHART 2: UNION SECURITY - MEMBERSHIP

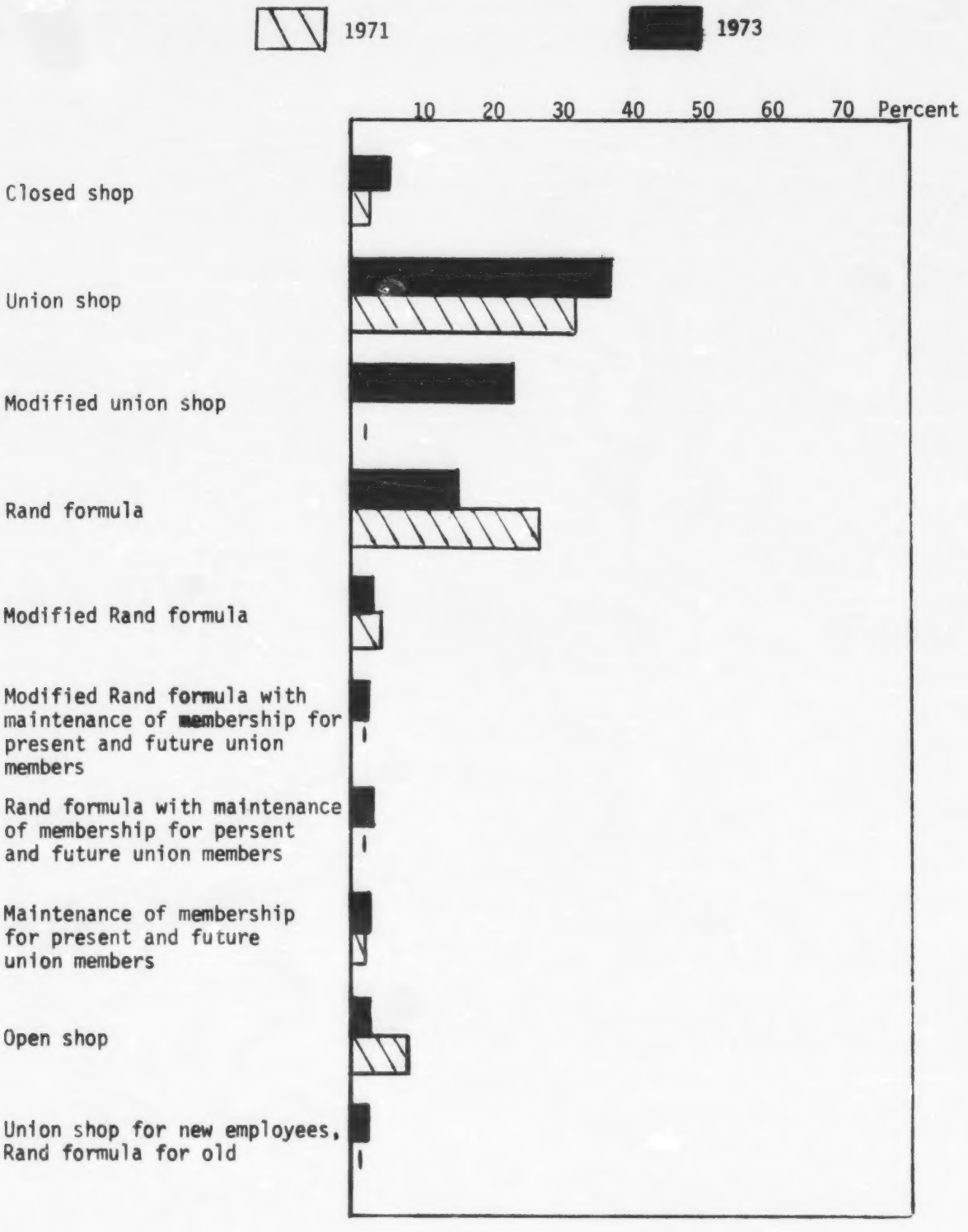


CHART 3: UNION SECURITY - CHECK-OFF

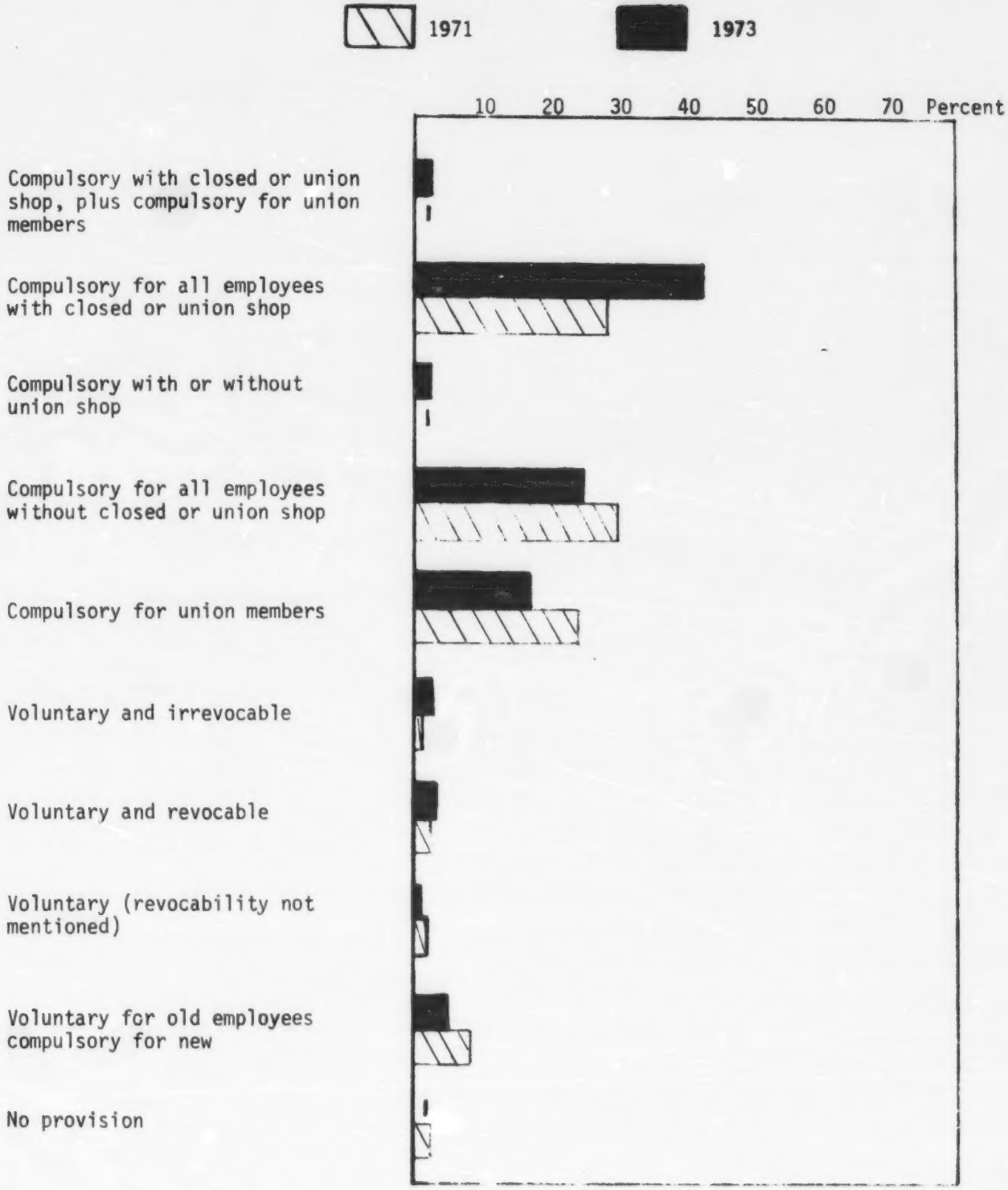


CHART 4: SENIORITY RECOGNITION

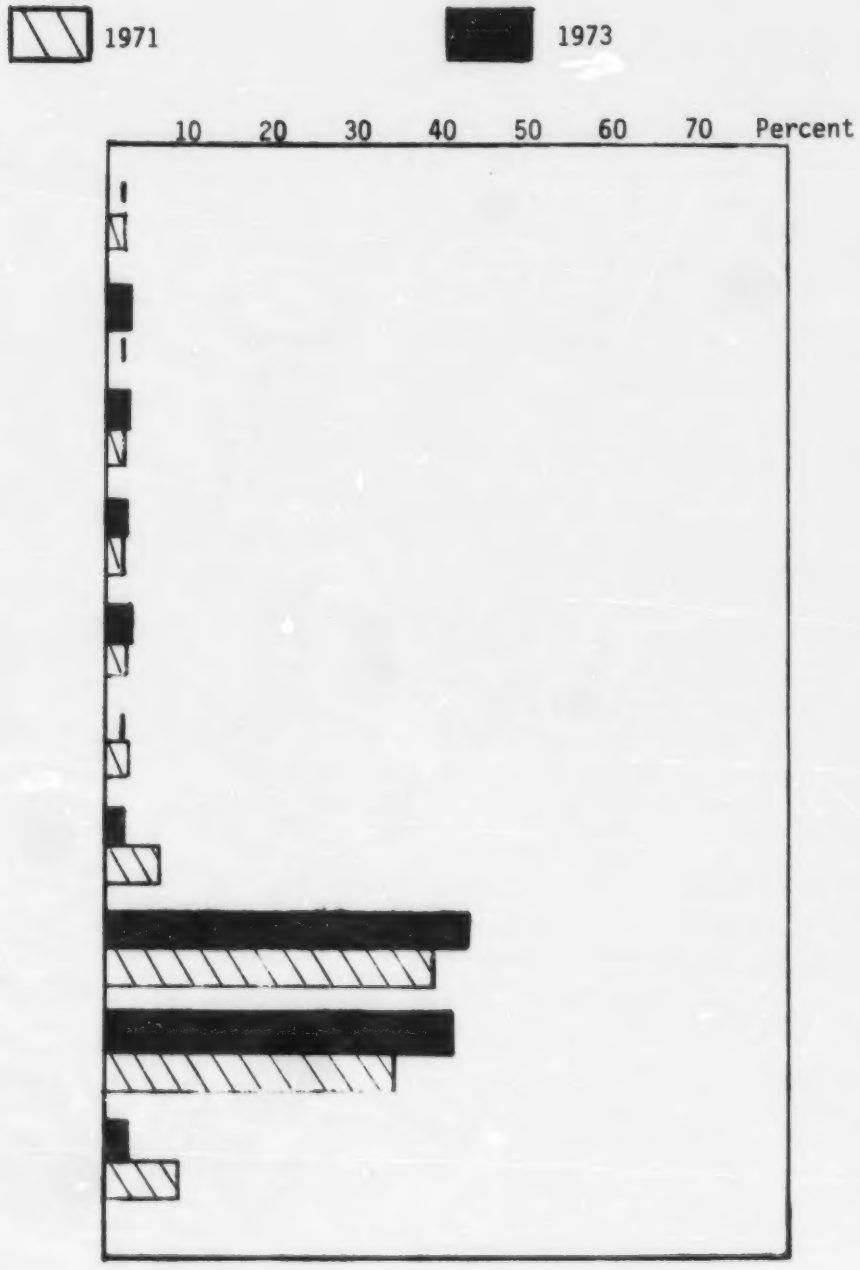
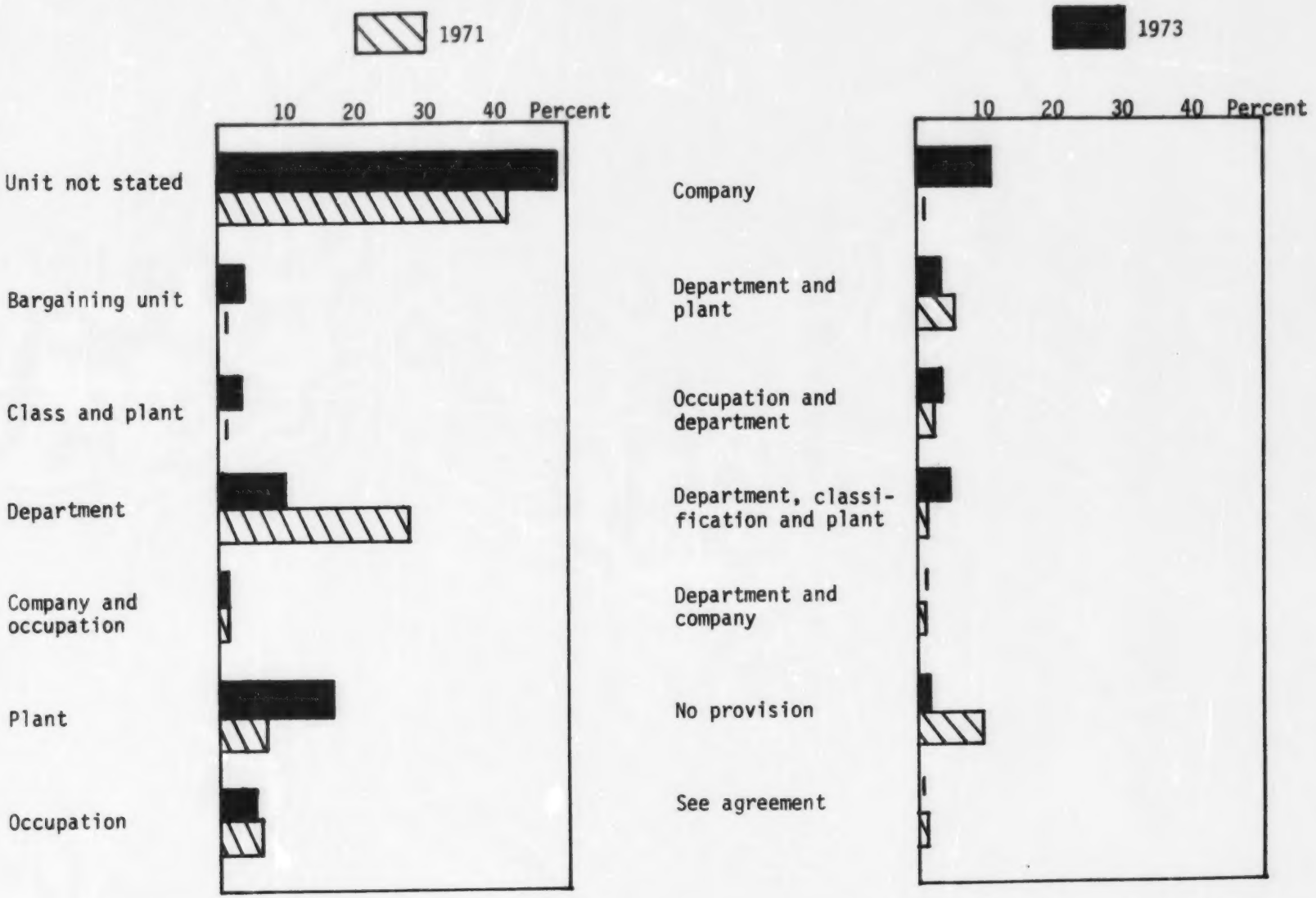


CHART 5: SENIORITY UNIT



HART 6: GRIEVANCE PROCEDURE

ode of Presentation

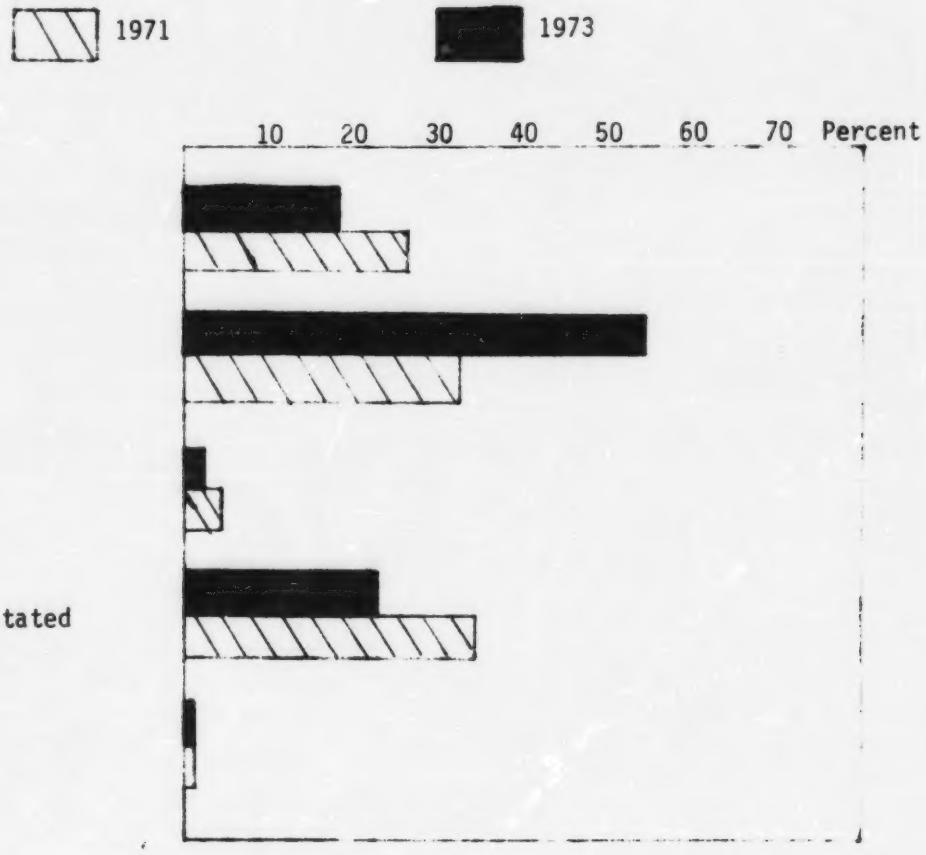


CHART 6: GRIEVANCE PROCEDURE (Cont'd)

Complaintant's Status

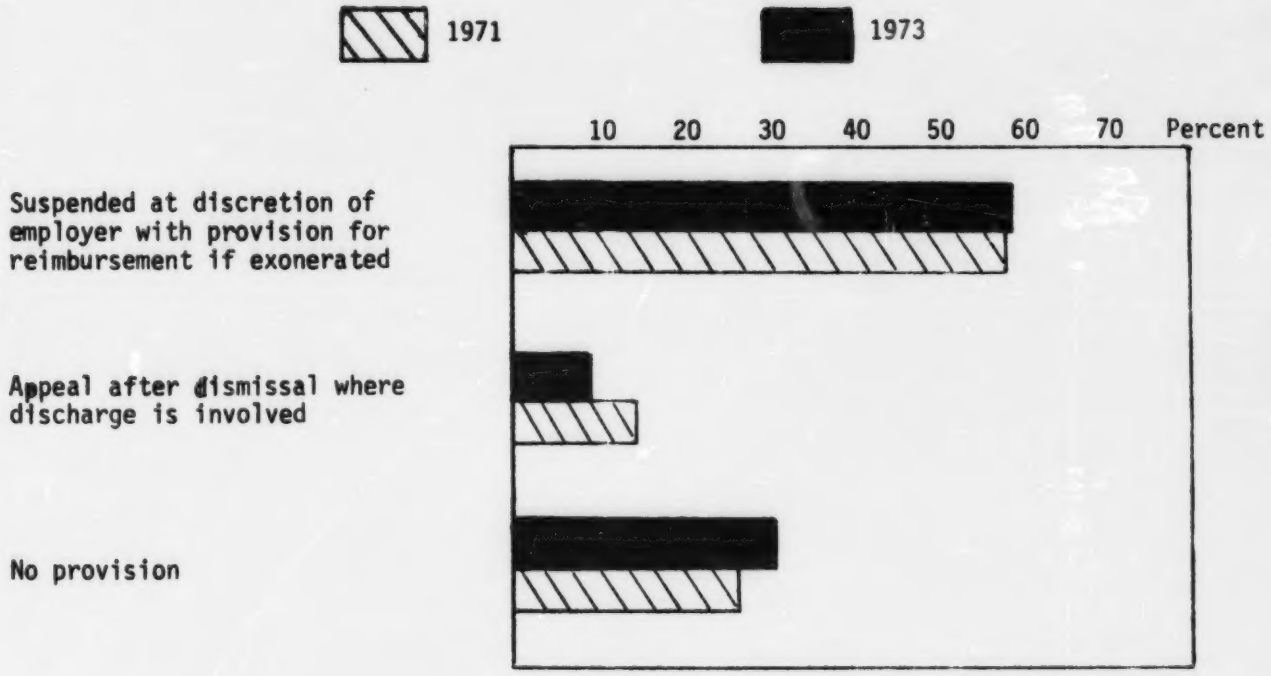


CHART 7: HOURS OF WORK PER WEEK

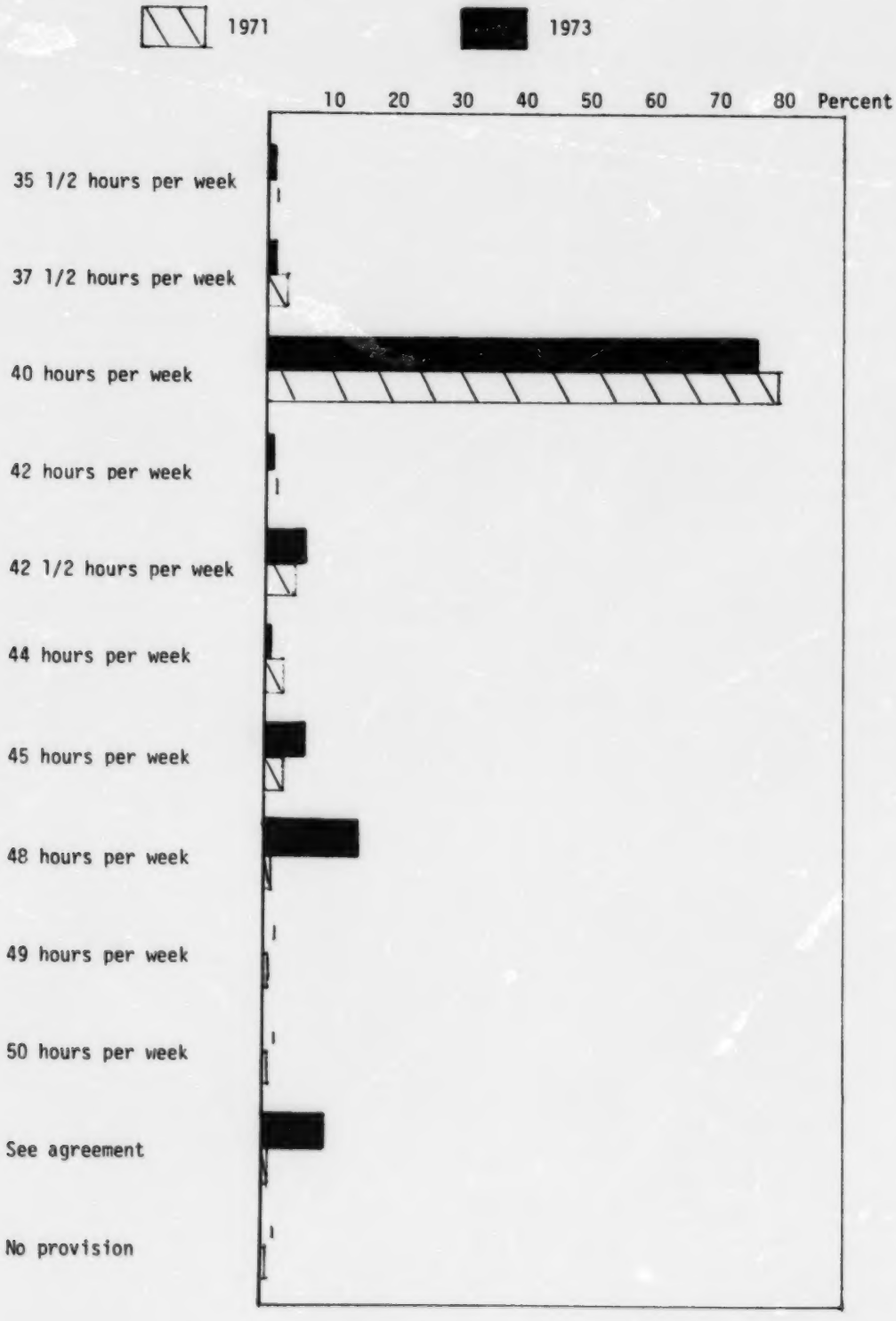


CHART 8: OVERTIME PROVISIONS

Overtime Rates After Daily or Weekly Hours

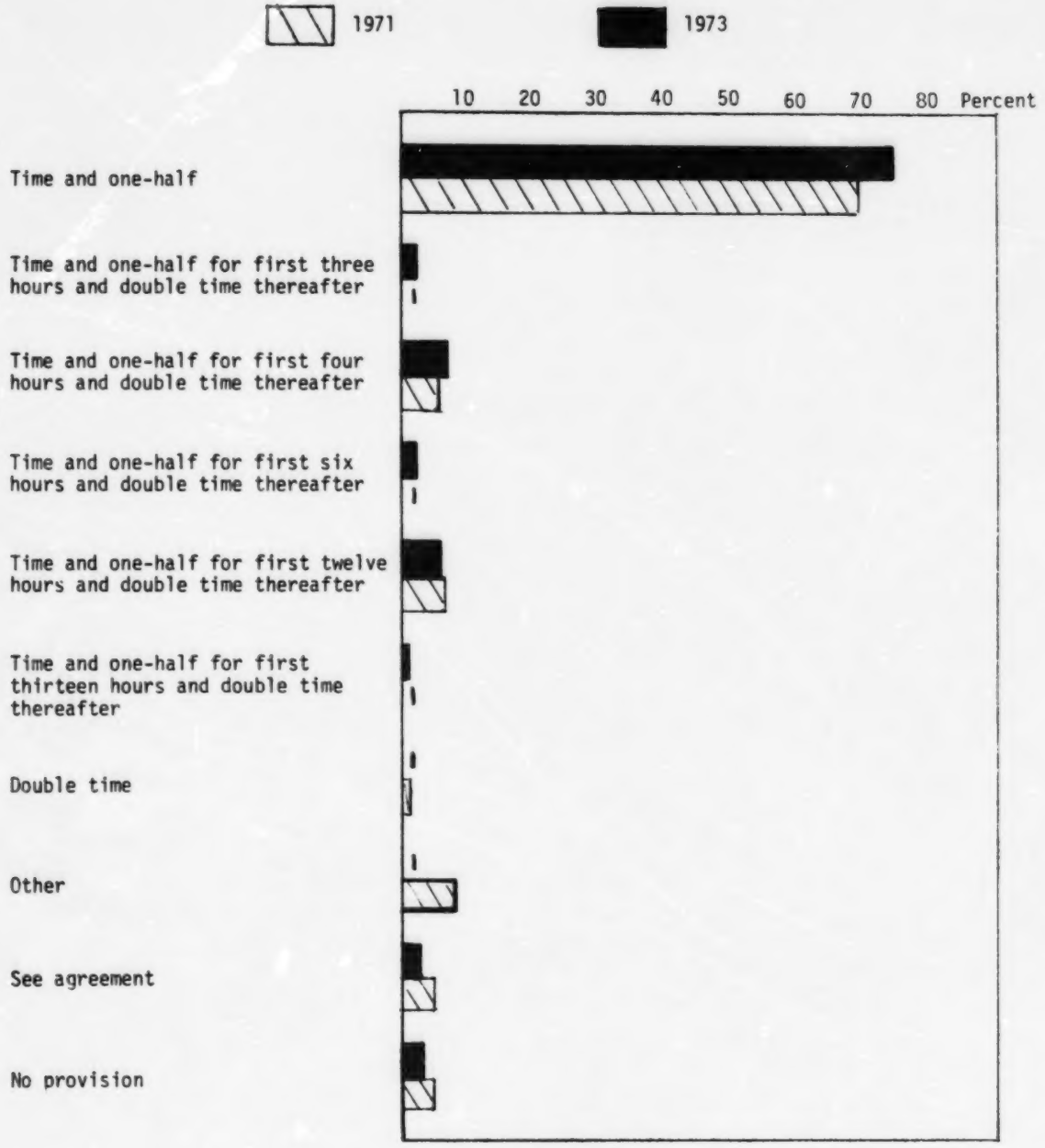


CHART 8: OVERTIME PROVISIONS (cont'd)

Overtime Rates on Saturday (not normally worked)

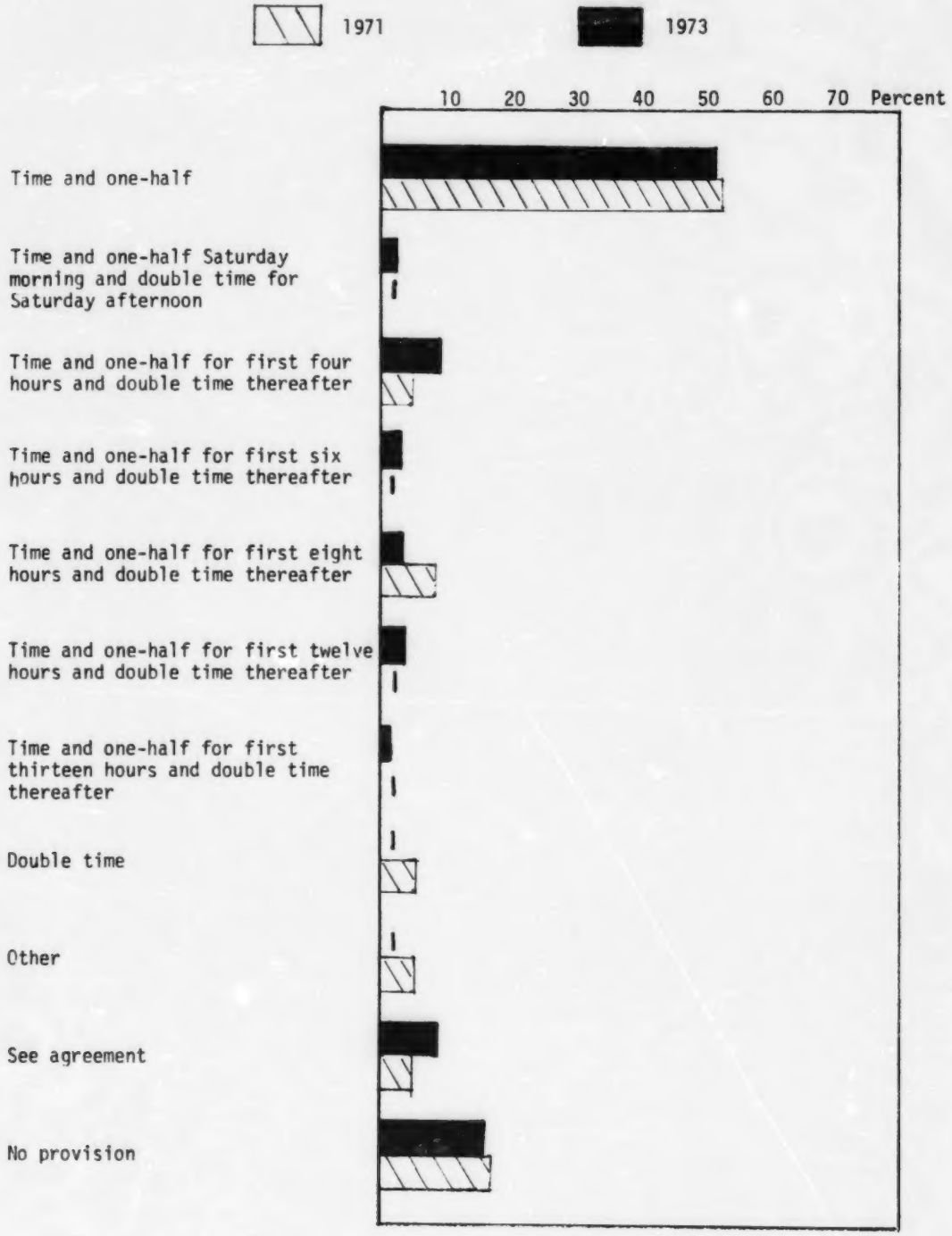

1971
1973
10
20
30
40
50
60
70
Percent
Time and one-half
Time and one-half Saturday morning and double time for Saturday afternoon
Time and one-half for first four hours and double time thereafter
Time and one-half for first six hours and double time thereafter
Time and one-half for first eight hours and double time thereafter
Time and one-half for first twelve hours and double time thereafter
Time and one-half for first thirteen hours and double time thereafter
Double time
Other
See agreement
No provision

CHART 8: OVERTIME PROVISIONS (Cont'd)

Overtime Rates on Sunday

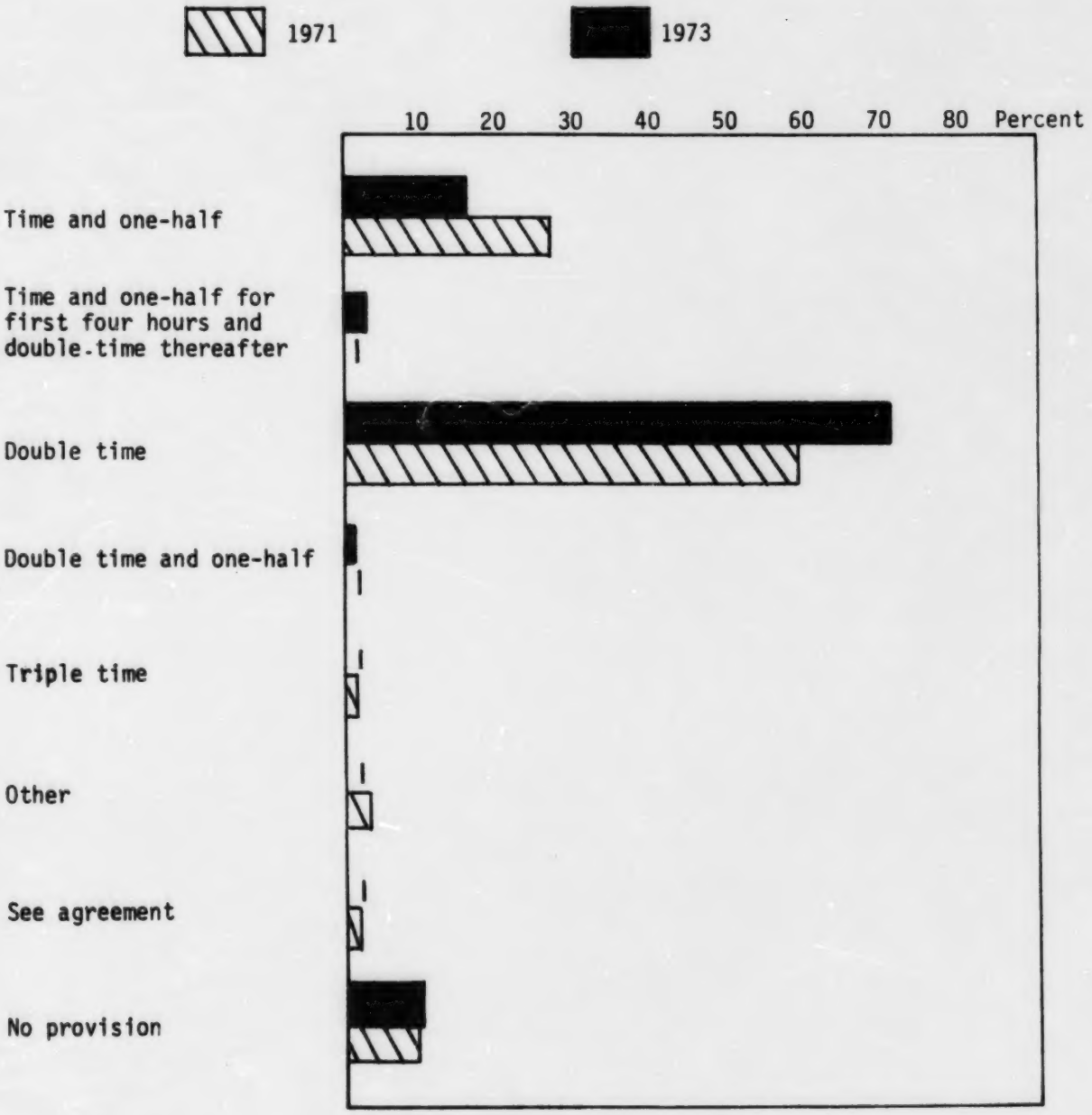


CHART 9: SHIFT PROVISIONS

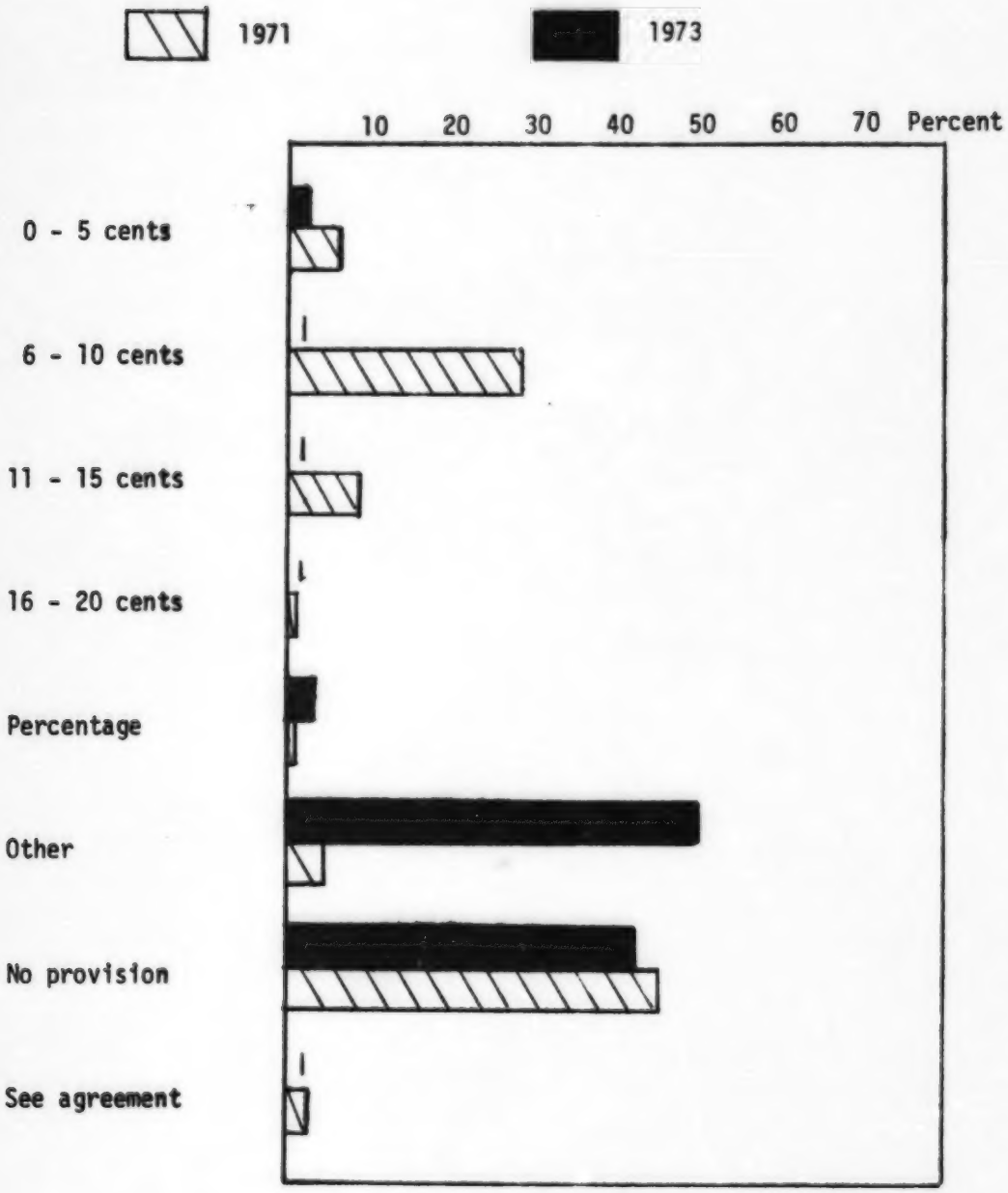


CHART 10: PAID STATUTORY HOLIDAYS

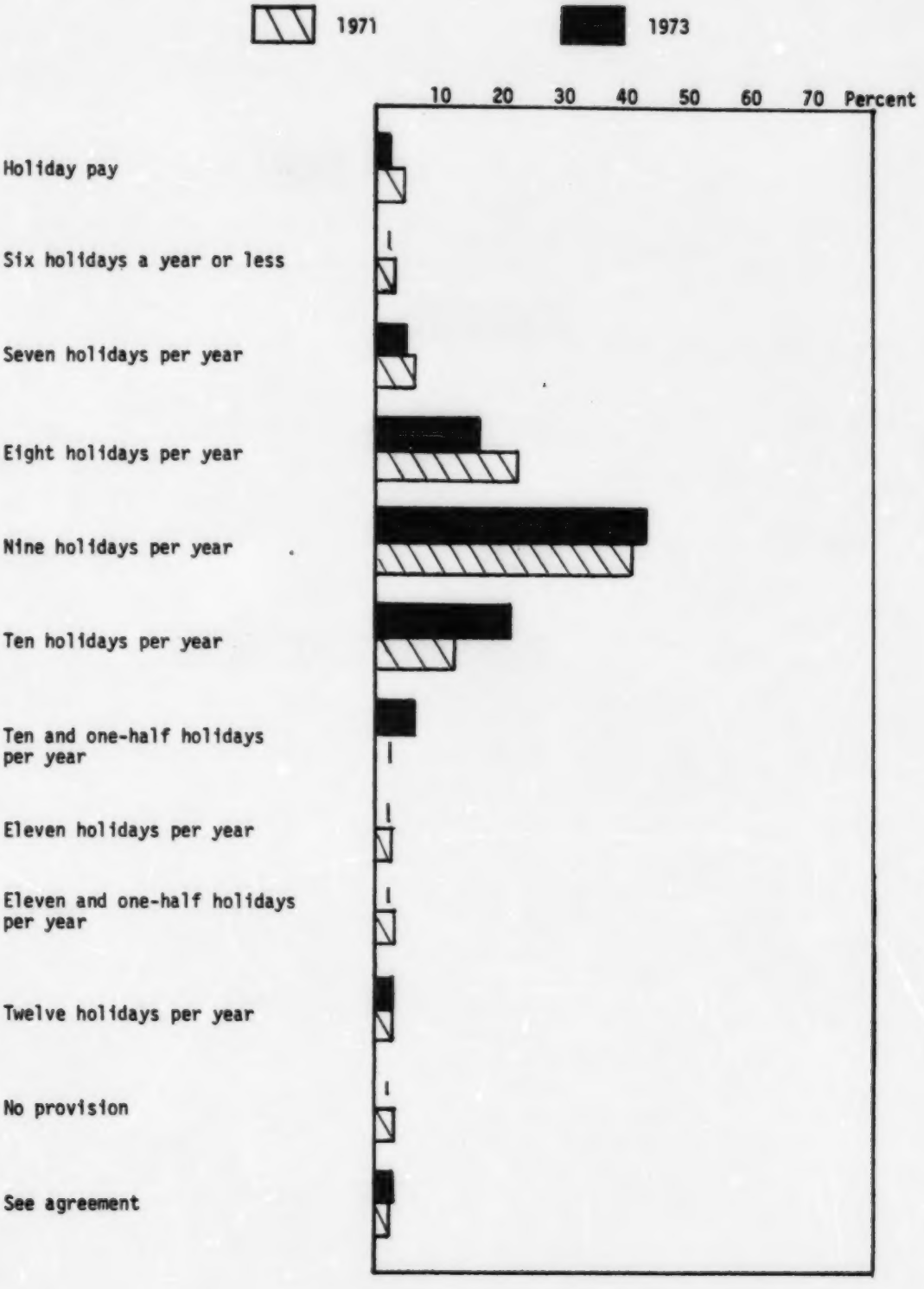


CHART 10: PAID STATUTORY HOLIDAYS (cont'd)

Paid Holidays Falling During Vacation

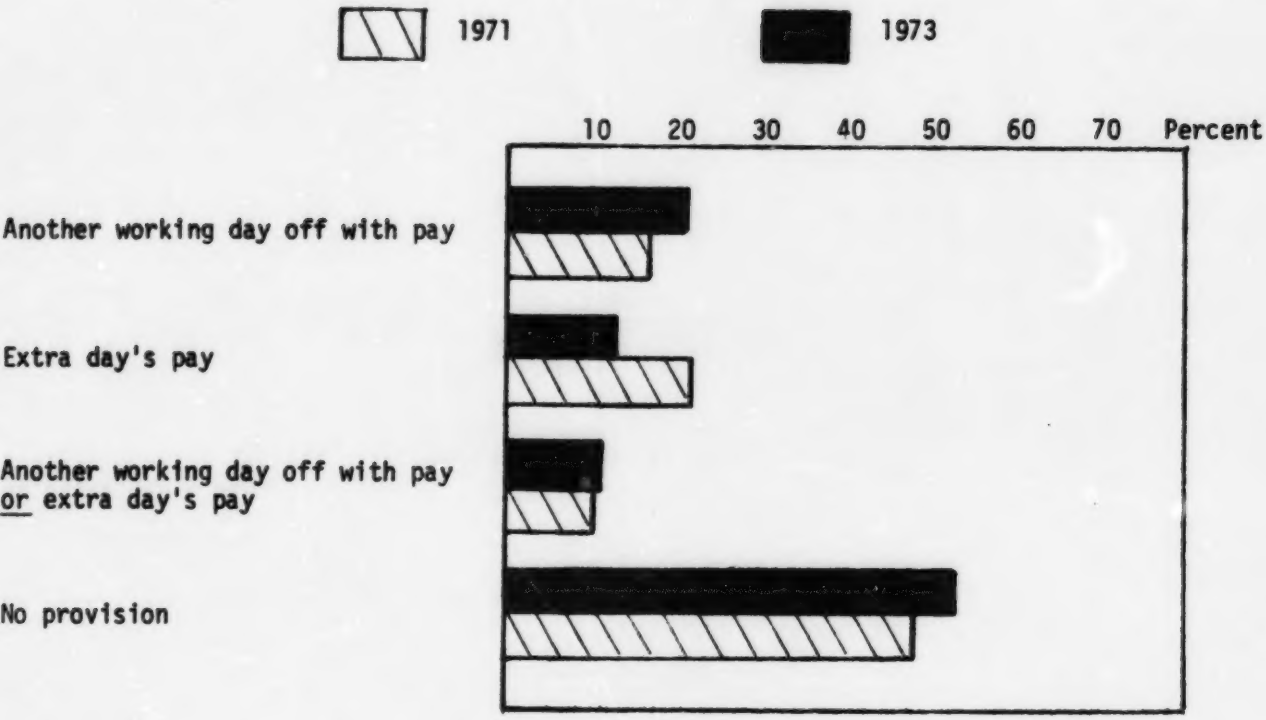


CHART 10: PAID STATUTORY HOLIDAYS (Cont'd)

Pay Rates for Holidays Worked

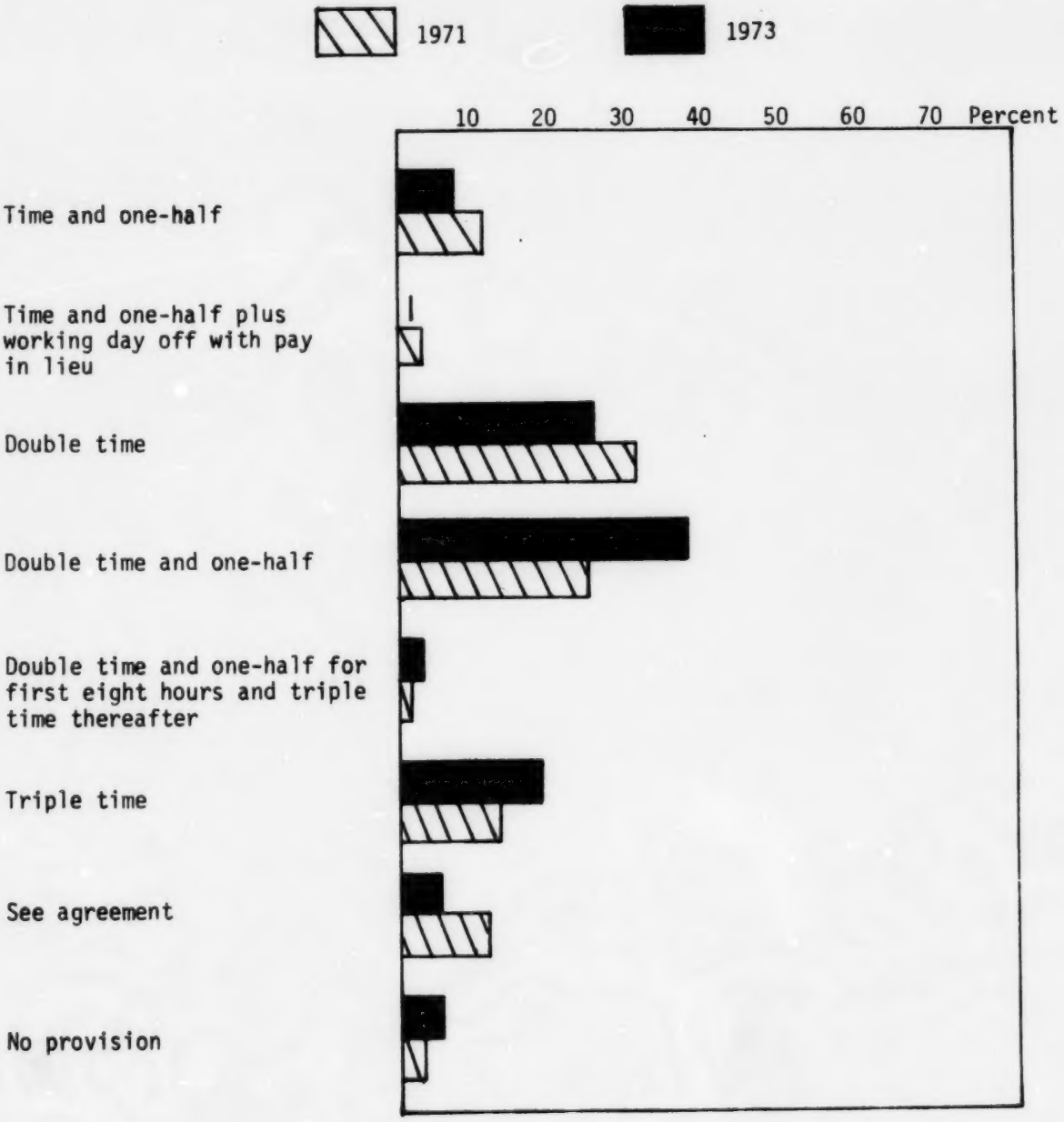


CHART 11: PAID VACATIONS

Provision for Three Weeks

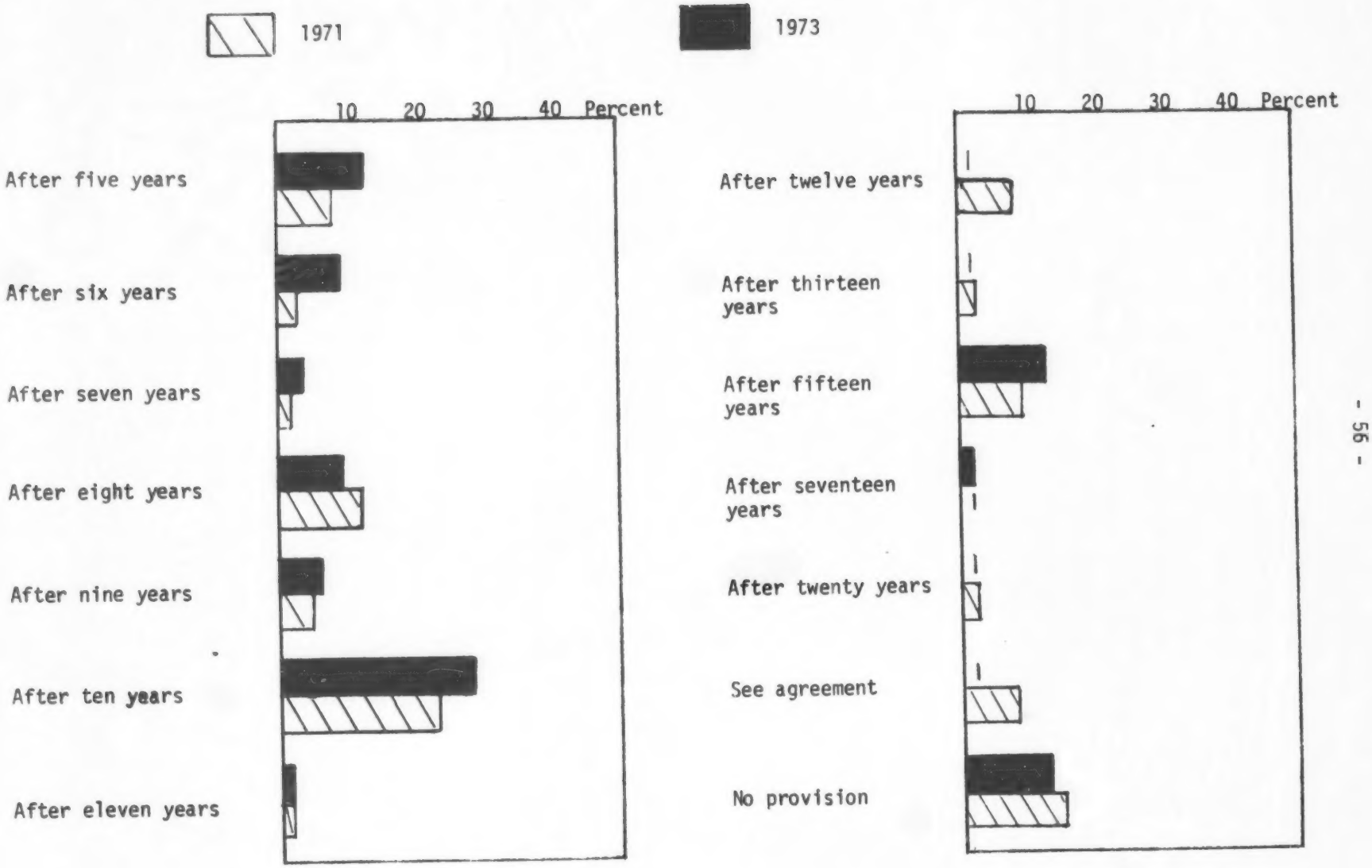


CHART 11: PAID VACATIONS (cont'd)

Provision for Four Weeks

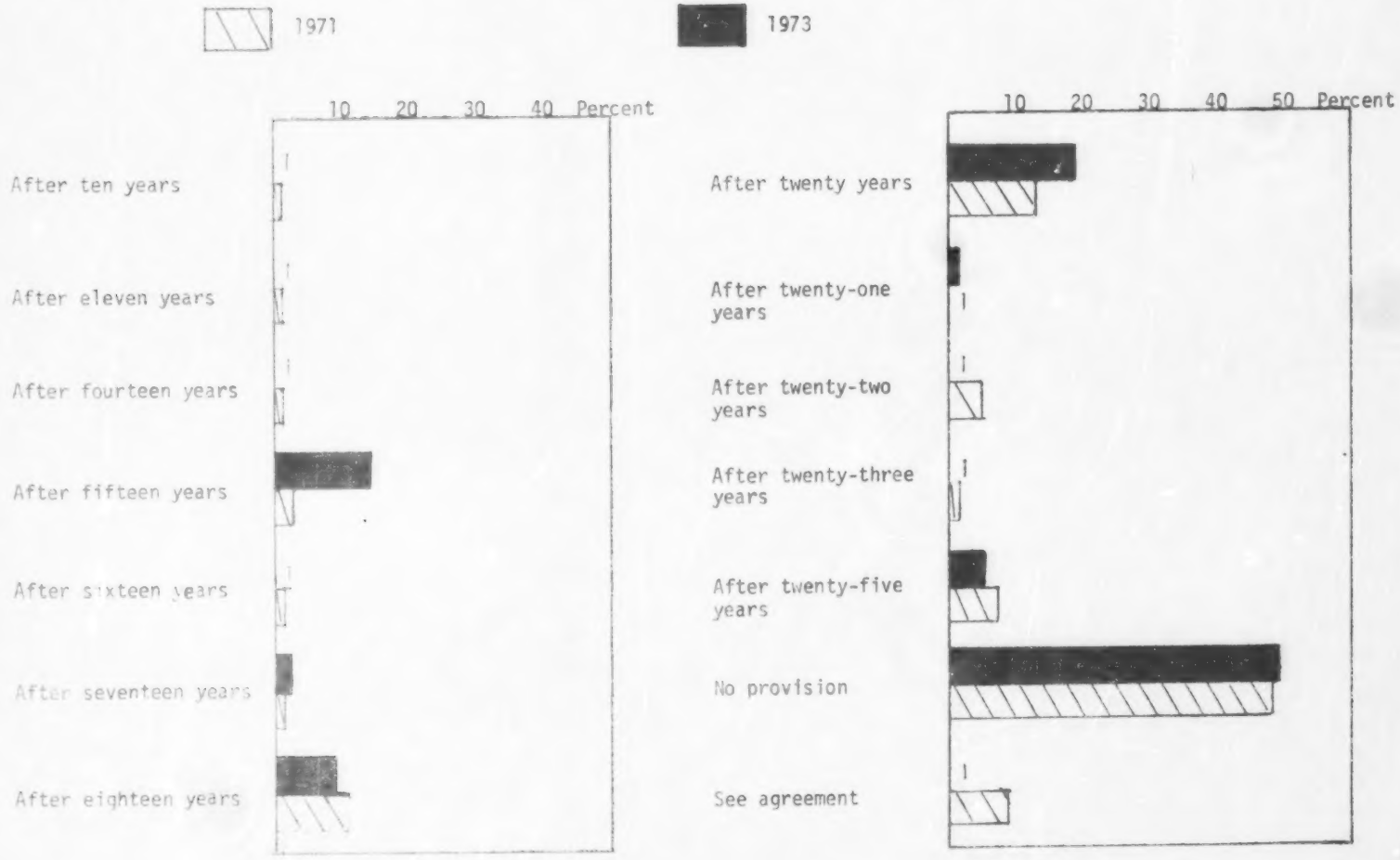


CHART 11: PAID VACATIONS (cont'd)

Provision for Five Weeks

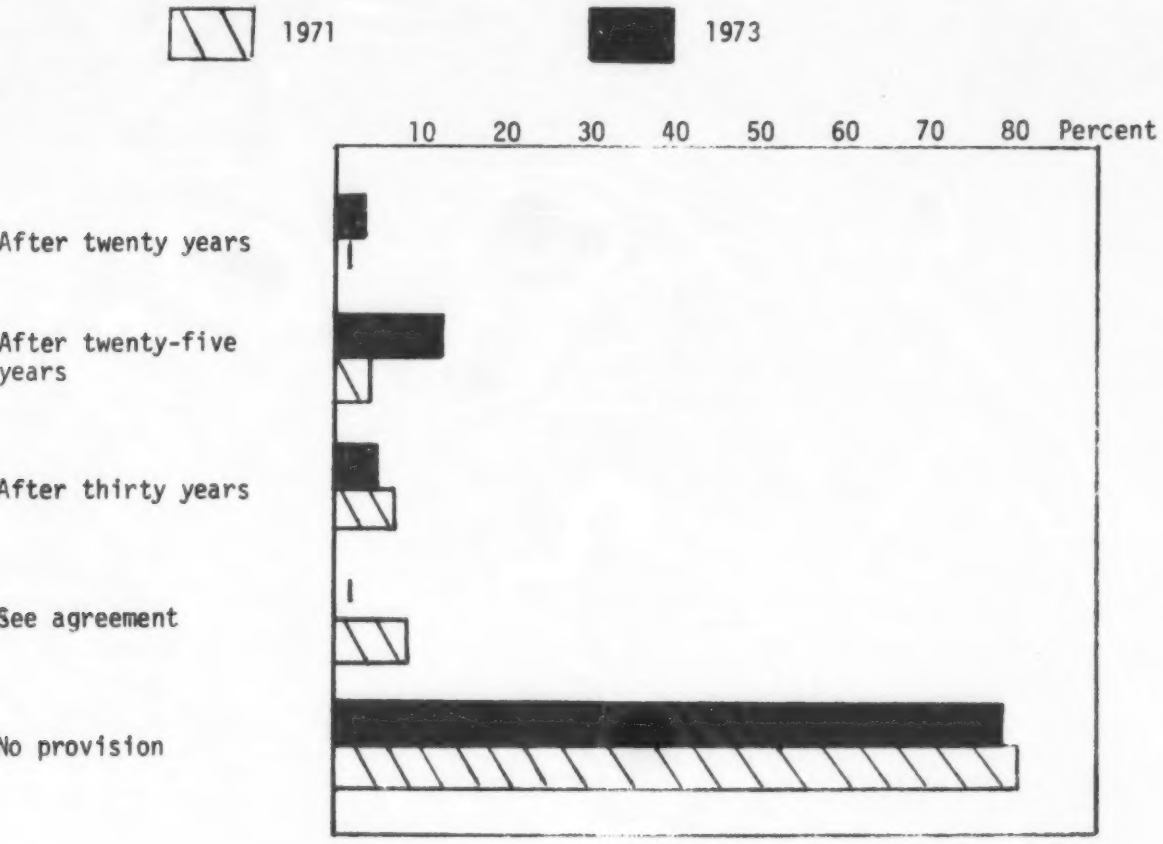


CHART 12: LOWEST WAGE PAID - MALE

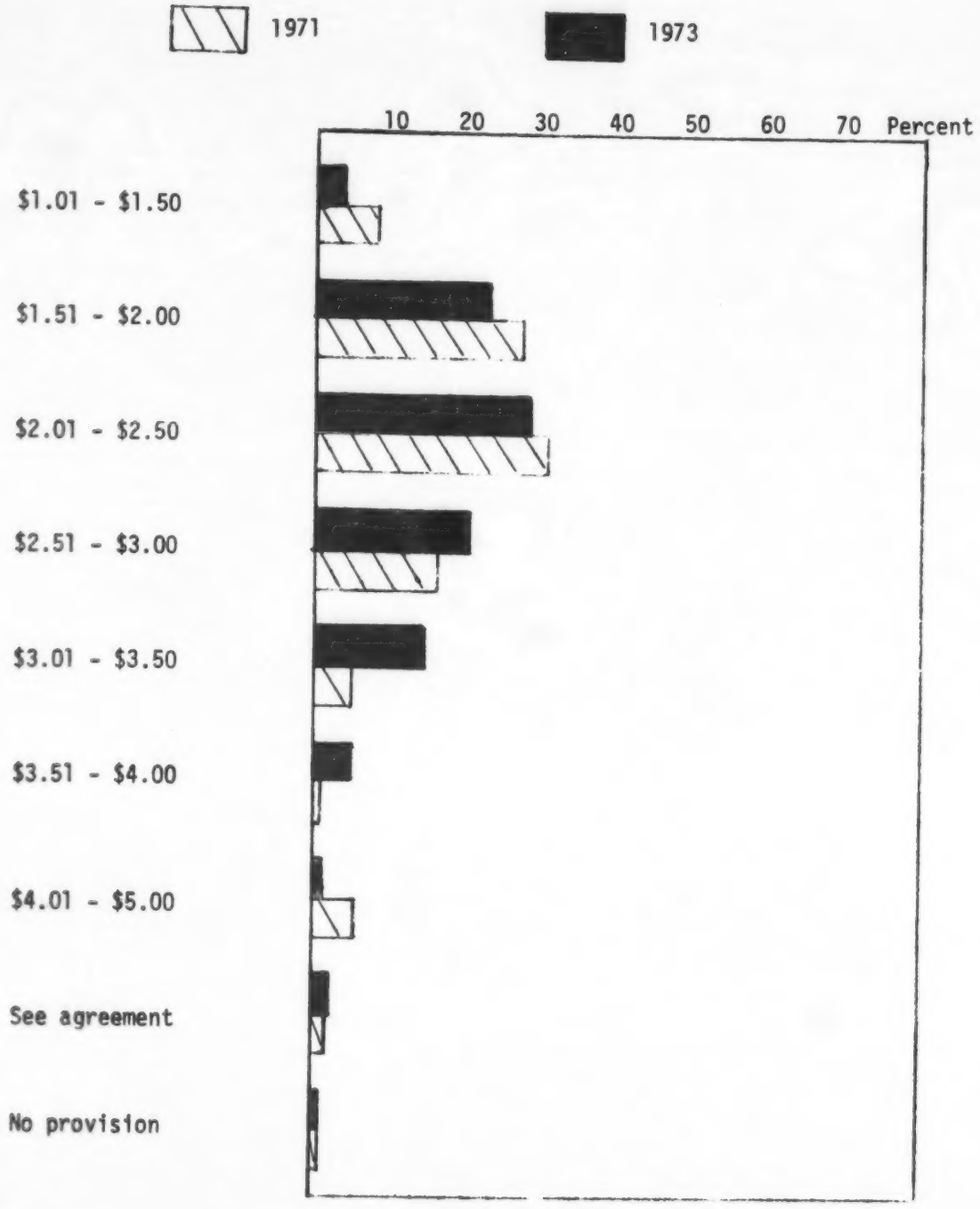
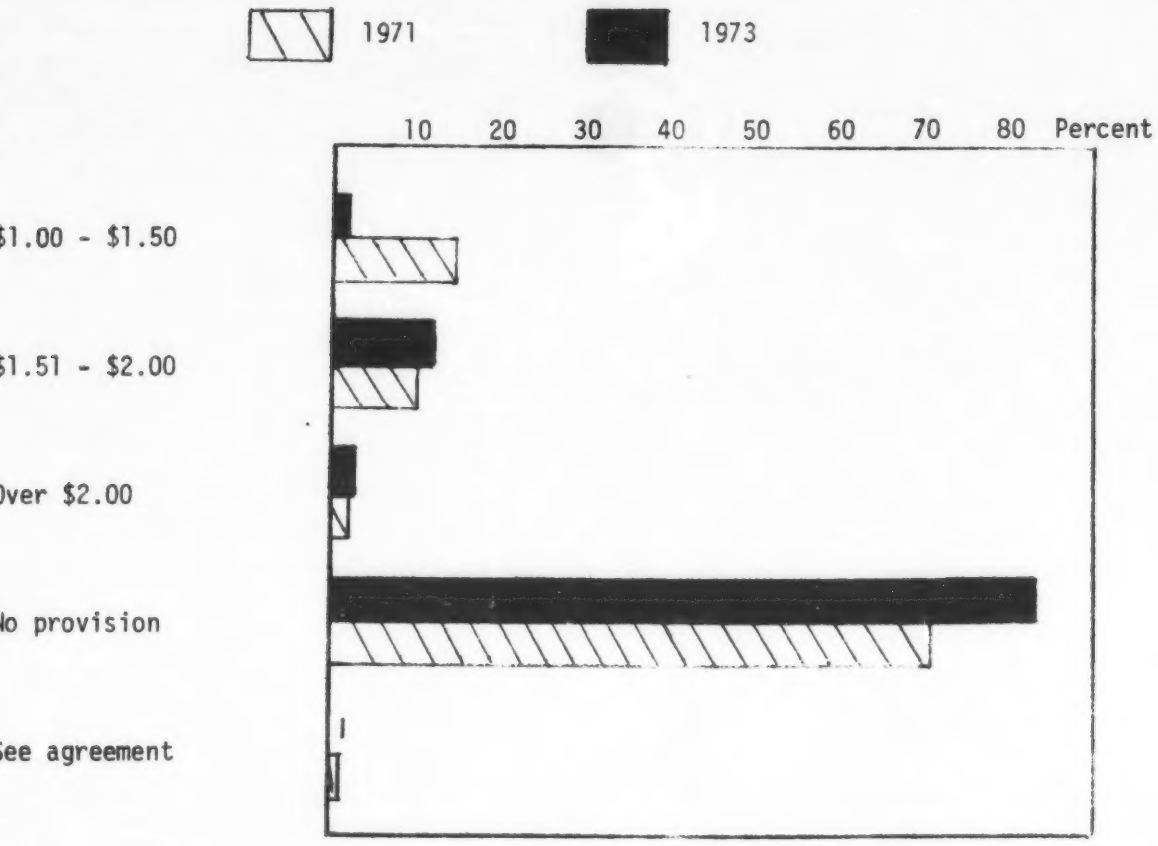


CHART 13: LOWEST WAGE PAID - FEMALE



APPENDIX I

LIST OF COMPANIES AND ASSOCIATIONS

COVERED BY

MANUFACTURING SURVEY

A. C. A. Co-operative Association Limited
Acadia Gas Engines Limited
Atlantic Bridge Company Limited
Atlantic Galvanizers Limited
Atlantic Concrete Limited
Annapolis Valley Concrete
Berwick Bakery Limited
Boise Cascade Home and Land Limited
Booth Fisheries Company
Brookfield Foods Limited
Canada Cement Lafarge Limited
Canada Packers Limited Fruit and Vegetable Division
Canadian Liquid Air Limited
Canadian Liquid Air (Sydney Plant)
Canadian Motor Industries
The Canadian Rock Salt Company Limited
Canadian Westinghouse Company Limited
Canard Poultry
Canso Seafoods Limited
Conrad Brothers Limited
Casmas Imperial Mills Limited
Dartmouth Ready Mix Limited
The Dominion Chair Company Limited
Domtar Chemicals Limited (Wood Preserving Division)
Enamel and Heating Products Limited
Enamel and Heating Products Limited Aircraft Division Plant #4
Formex Fabrics Plant
General Bakeries Limited
Glasgows Metals Limited
M. W. Graves and Company Limited
The Halifax Herald Limited
Hawker Siddeley Canada Limited Halifax Shipyards
Hermes Electronics Limited
Howard's Limited (now Atlantic Wholesalers)
Ideal Beverages Limited
Industrial Marine Products Limited
Inter Supply Limited

Kentville Publishing Company Limited
Larsen Packers Limited
Maritime Cooperative Services Limited New Minas Feed Plant
Moirs Division of Standard Brands Limited
Moosehead Breweries Limited
National Gypsum (Canada) Limited
National Sea Products Limited
H. B. Nickerson and Sons Limited
Nova Scotia Boiler Chippers and Scalers
Nova Scotia Co-operative Abattoir Limited
Oland and Son Limited
O'Malley's Limited
Pilkington Glass Limited
The Post Publishing Company Limited
Purdy Brothers Limited and Marine Electric Limited
Riverport Seafoods Limited
Riversdale Lumber Limited
Scotia Marine Products Limited
Scott Maritimes Pulp Limited
L. E. Shaw Limited
Simmons Limited
Spencer Brothers and Turner Limited
Standard Brands Limited
Starr Manufacturing Limited
J. W. Stephens Limited
Swift Canadian Company Limited
Sydney Engineering and Dry Dock Company Limited
Sydney Steel Corporation
Texaco Canada Limited
Transit Concrete Services Limited
Twin Cities Co-operative Dairy Limited (ice cream and dairy division)
Ven-Rez Products Limited
Volvo (Canada) Limited
Western Stress Relieving Services Limited
Westeel-Rosco Limited
The Willett Fruit Company Limited

APPENDIX II

LIST OF UNIONS IN

MANUFACTURING SURVEY

Canadian Food and Allied Workers
Industrial Union of Marine and Shipbuilding
United Steelworkers of America
The Operative Plasters and Cement Masons International Association of the United States and Canada
Bakery and Confectionery Workers International Union of America
United Brotherhood of Carpenters and Joiners of America
Retail, Wholesale and Department Store Union
United Cement, Lime and Gypsum Workers International Union
International Union of Operating Engineers
International Union of United Automobile Aerospace and Agricultural Implement Workers
Oil, Chemical and Atomic Workers International Union
International Union of Electrical Radio and Machine Workers
Canadian Brotherhood of Railway, Transport and General Workers
United Textile Workers of America
Bass River Union of Woodworkers
International Union of Teamsters, Chauffeurs, Warehousemen and Helpers Union
Sheet Metal Workers International Association
Bread, Cake, Biscuit, Crackers, Candy, Confectionery and Miscellaneous Workers
The Halifax Typographical Union
International Brotherhood of Electrical Workers
Retail, Wholesale and Department Store Union
The Kentville Printing Pressmen and Assistants Union
Teamsters Union and Bakery and Confectionery Union
International Union of United Brewery, Flour, Cereal, Soft Drinks and Distillers
Canadian Seafoods Workers Union
Sydney Typographical Union
Canadian Union of Building Product Workers
International Brotherhood of Pulp, Sulphite and Paper Mill Workers
Labourers International Union of North America
Sydney and District General Workers
National Union of Brickyard Workers
Simmons Limited Employee's Association
Bricklayers, Masons and Plasterers International Union
International Union of United Automobile Workers
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Kentville General Workers Union

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